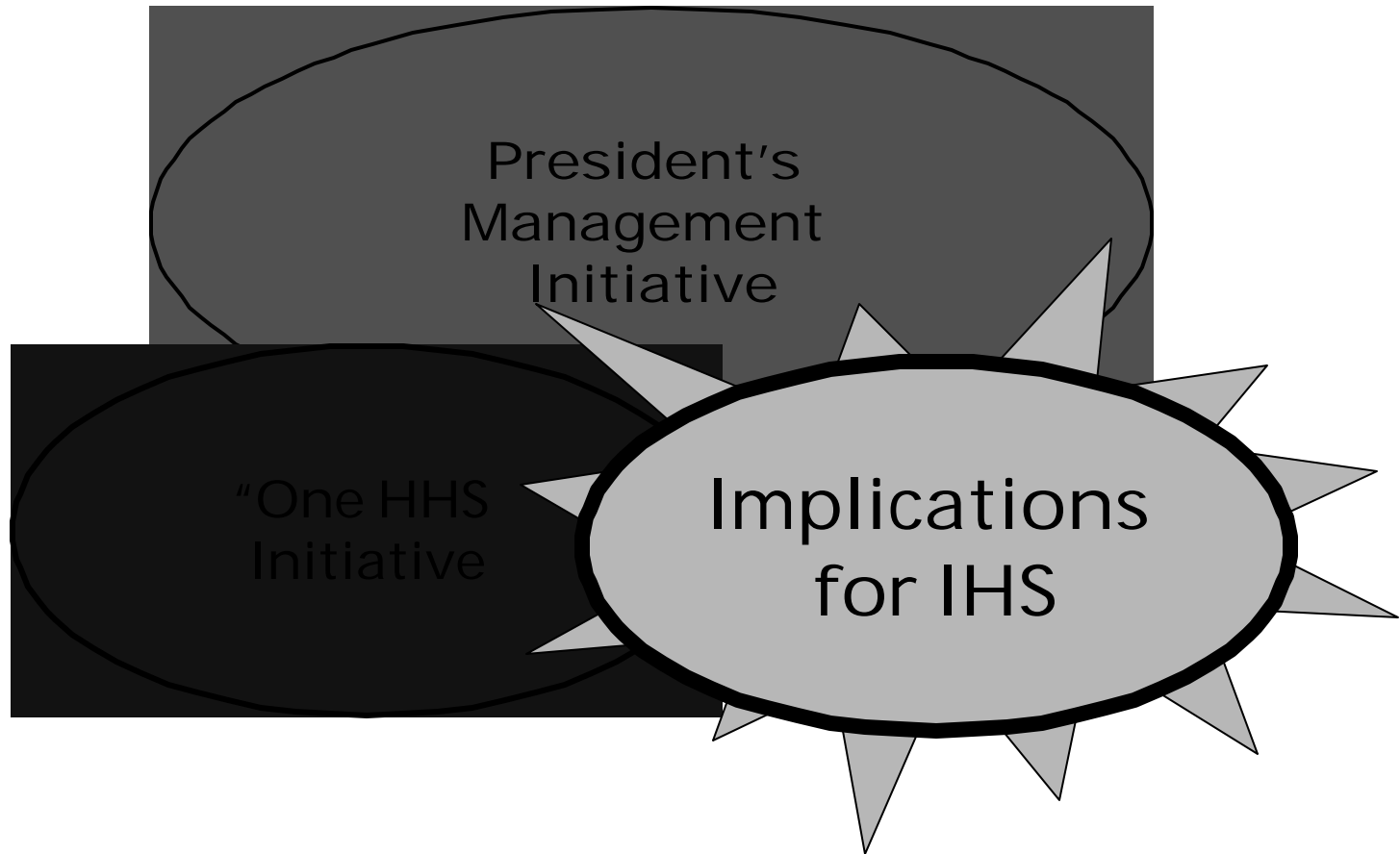
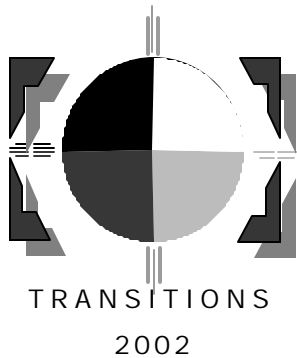




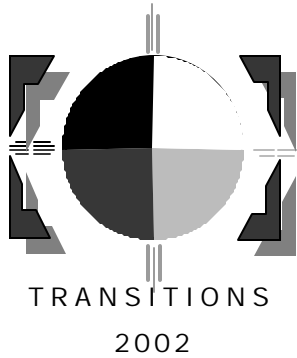
Trends in Government Implications for IHS





Workgroup Charge: make recommendations to address:

- The President's management agenda and the present cross-cutting restructuring initiatives of the Department of Health and Human Services (HHS).
- These initiatives include reducing the number of managers, reducing organizational layers, reducing time to make decisions, increasing span of control, and shifting employees to direct delivery roles where possible.
- Identify options and recommendations for addressing HHS restructuring proposals in IHS plans

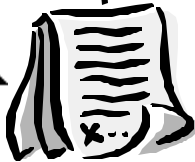


FY 2002 Performance Contract

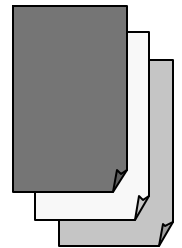
“Through this Performance Contract, I
hereby commit to clear and measurable
goals to be achieved during FY 2002 and
beyond”

Secretary Thompson Contracts with agency heads

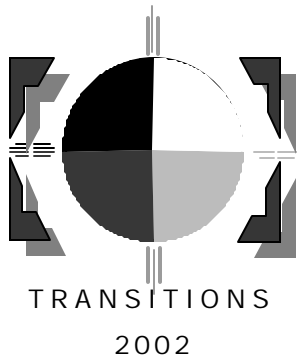
President's
Management
Initiative and "One
HHS" Goals



Performance
Contract

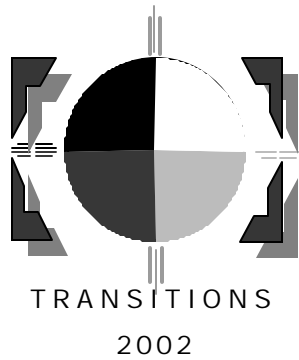


Same for
other HHS
agency heads



Contract has 50 elements addressing 4 policy goals

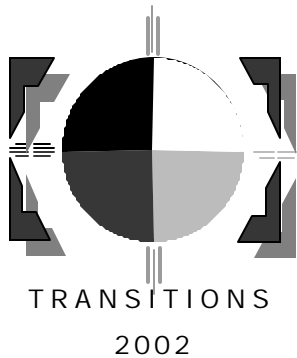
1. “One-HHS” goals
2. Agency OUTCOMES pledged
3. Agency OUTPUTS needed to achieve pledged results
4. Management Improvement INITIATIVES for the agency



Specifies Concrete Measures

Some Examples

1. 2% more users, 1% more sealants
2. 5% more fluoridation, 100% accreditation, 25 new injury prevention programs
3. Install medication errors tracking, timely construction of 2 hospitals
4. Workforce realignment plan with recruitment, hiring, retention targets, 20% performance contracting



Prospects for achieving performance targets

- Most performance targets are consistent with IHS goals.
- Some need coordination & consultation with tribes (i.e. Restructuring)
- **If** historical trends for budget, population, and workload growth hold through 2002, most IHS performance targets can be met
- Many targets can be tracked with existing data and reporting systems



Consolidations

- **Public Affairs**
- **Legislation**
- **Personnel**
- **Information Technology**
- **Administrative Activities in General**



Budget Linkages

- **2003 Budget Released**
- **2004**
- **Savings**
- **Post Sept. 11
consequences**